

STATE OF NEVADA

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Commissioner

YVONNE V. MARTINEZ  
Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY  
**LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT  
RELATIONS BOARD**

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November 17, 2014

**MINUTES OF THE MEETING OF THE LOCAL GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**

A board meeting of the Local Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Wednesday, November 12, 2014, at the hour of 8:00 and continuing on Thursday, November 13, 2014 and continuing on Friday, November 14, 2014 at the **Local Government Employee-Management Relations Board, 2501 E. Sahara Avenue, Room 203, Las Vegas, NV 89104.**

The following Board members were present:

Philip E. Larson, Chairman  
Brent C. Eckersley, Esq., Vice - Chairman  
Sandra Masters, Board Member

Agency staff present:

Bruce K. Snyder, EMRB Commissioner  
Scott Davis, Esq., Deputy Attorney General  
Yvonne V. Martinez, Executive Assistant

Others present:

None

The Agenda:

- Item 1** The Board meeting was called to order by Philip E. Larson, Chairman, on Wednesday, November 12, 2014.
- Item 2** Public Comment.  
*No public comment was offered.*
- Item 3** Approval of the Minutes.  
*The Board approved the minutes as presented for the meeting held November 6, 2014.*

**Item 4            Hearings.**

Case No. A1-046091, Jarod Barto, Jonathan Christensen, Alexander Cortez-Debonar, Sadie Helm, Cal Henrie Jr., Kyle Hurley, Brady Kiesel, Elliott Kleven, Michael McFate, Bryson Prisbrey, Cynthia Reveles, Brian White, v. City of Las Vegas. *The Board completed the hearing, earlier held on October 14-16, 2014. After deliberating on the matter, upon motion the Board found in favor of the Respondent, finding (1) that the Respondent had not made a unilateral change to the collective bargaining agreement (CBA) in that Article 10B of the CBA exempts probationary employees from the Positive Discipline Program; (2) that there had been no retaliation in violation of NRS 288; and (3) that the issue of a name clearing hearing is not under the jurisdiction of the Board in that it is an issue of federal law and not that of NRS 288. The Board further ordered that each party is to bear its own fees and costs.*

*Chairman Larson stated that he would also be submitting a concurring opinion concerning the truthfulness of the testimony given by Cynthia Reveles.*

Case No. A1-046109, Nicholas Eason v. Clark County. *The Board held the hearing. After deliberating on the matter, upon motion the Board found in favor of the Respondent, finding (1) that there had been no interference, coercion or restraint of the Complainant's rights either at the July 22, 2013 meeting or the November 22, 2013 meeting; (2) that there had been no direct dealing with the Complainant in violation of NRS 288; and (3) that the Respondent had not made a unilateral change in violation of NRS 288. The Board further ordered that each party is to bear its own fees and costs.*

**Item 5            Deliberations/Discussions/Pronouncements of Orders.**

**A.            Stipulations.**

1. Case No. A1-045929, Timothy Frabbiele v. City of North Las Vegas. *Upon motion, the Board granted the Stipulation and Order to Extend Time to File Opposition to the Memorandum of Fees and Costs as presented, thus extending the deadline to October 21, 2014.*
2. Case No. A1-046124, Joseph DeMonte v. Clark County. *Upon motion, the Board granted the Stipulation and Order Continuing Pre-Hearing Statements as presented, thus extending the deadline from November 4, 2014 to January 2, 2015.*
3. Case No. A1-046128, City of Las Vegas v. Las Vegas Peace Officer Supervisors Association. *Upon motion, the Board granted the Stipulation to Extend Due Date for Pre-Hearing Statements as presented, thus extending the deadline from November 3, 2014 to December 1, 2014.*

4. Case No. A1-046129, North Las Vegas Police Officers Association and Gather Cohen v. City of North Las Vegas. *Upon motion, the Board granted the Stipulation and Order to Dismiss Case With Prejudice, as presented.*

B. Motions and Other Pleadings.

1. Consolidated Case No. A1-045846 - A1-045864, Deborah Boland, M.D., a Local Government Employee and member of the UMC Physicians' Bargaining Unit of Nevada Service Employees Union, SEIU Local 1107, AFL-CIO, CLC, et al. v. Nevada Service Employees Union, SEIU Local 1107, AFL-CIO and Service Employees International Union, AFL-CIO, CLC. *Upon motion, the Board the Board granted the Motion for Summary Judgment, treating the motion as a motion to dismiss, thus dismissing Service Employees International Union, AFL-CIO, CLC from the case.*
2. Case No. A1-046105, Douglas County Support Staff Organization v. Douglas County School District. *Upon motion, the Board clarified its prior decision of November 6, 2014 by adding that no fees or costs were to be awarded in the case.*
3. Case No. A1-046126, Officer Russell Laws, individually; Sergeant Mike Quick, individually; Las Vegas Police Protective Association v. Las Vegas Metropolitan Police Department. *No action was necessary on this item as the Board completed its deliberation and rendered a decision at its meeting held on November 6, 2014.*
4. Case No. A1-046129, North Las Vegas Police Officers Association and Gather Cohen v. City of North Las Vegas. *The Board did not take any action on the pending Motion to Dismiss Prohibited Labor Practices Complaint as item 4A4 above had already dismissed the case with prejudice.*
5. Case No. A1-046131, International Association of Firefighters, Local #1285 and Juan Villagran v. City of Las Vegas. *Upon deliberation of the Motion to Dismiss or Defer, the Board voted to defer the case pending the completion of the underlying arbitration in the matter.*

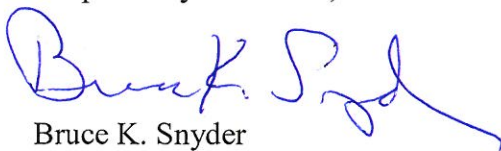
Item 6

Agency personnel, administrative & budget matters.

- A. Selection of Executive Assistant/Board Secretary  
*No action was necessary on this item as the Board completed its selection during the special Board meeting held on November 6, 2014.*

**Item 7**      Public Comment.  
*No public comment was offered.*

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Bruce K. Snyder", with a long, sweeping horizontal stroke extending to the right.

Bruce K. Snyder  
EMRB Commissioner